GOVERNMENT OF INDIA
HUMAN RESOURCE DEVELOPMENT
LOK SABHA

UNSTARRED QUESTION NO:5511
ANSWERED ON:30.04.2002
COMPLAINTS FROM WOMEN EMPLOYEES REGARDING SEXUAL EXPLOITATION
MANSUKHBHAI D. VASAVA

Will the Minister of HUMAN RESOURCE DEVELOPMENT be pleased to state:

(a) whether the Government have received any complaints from women employees against the officers regarding sexual exploitation during the last two years;

(b) if so, the details thereof, State-wise;

(c) the action taken by the National Commission for Women against whom the complaints regarding sexual exploitation by Government officers have been received by women employees during the last two years;

(d) the number of officers of the Deputy Secretary Rank and above against whom the cases were proved; and

(e) the steps proposed to be taken by the Government to check recurrence of such incidents?

Answer

MINISTER OF STATE IN THE MINISTRY OF HUMAN RESOURCE DEVELOPMENT (SHRIMATI SUMITRA MAHAJAN)

(a)&(b) The Government does not receive complaints directly as these are to be dealt by Complaints Committees formed in various Ministries/Departments. However, a statement showing number of complaints received in the National Commission for Women (NCW) during the period from April, 2000 to March, 2001 and from April, 2001 to March, 2002 is attached.

(c) As per the guidelines laid down by the Supreme Court in the judgement dated 13.8.97 in the case Vishaka and Others Vs. State of Rajasthan and Others, investigation into the complaints of sexual harassment has to be done by the complaints committee constituted in the respective organisations. Therefore, NCW has forwarded the complaints to the respective Ministries/Departments/organisations for conducting investigation.

(d) NCW has furnished Nil information.

(e) The Government has taken a number of initiatives to give effect to the guidelines laid down by the Supreme Court, which have the force of law under Article 141 of the Constitution of India. These include: The Government have requested all the Central Ministries/Departments, Chief Secretaries of all the State Governments/Union Territory Administrations, Universities/Institutions, Central Board of Secondary Education, All India Council of Technical Education to constitute complaints committees and ensure that the guidelines are implemented.

• NCW formulated a Code of Conduct for Work Place, putting down the Supreme Court's guidelines in a simple manner. The Commission has widely circulated this Code of Conduct to all State Commissions for women, Non-Governmental Organisations, the apex bodies of the Corporate Sector, Media, all Ministries and Departments, so that it percolates down to the lowest functionaries and is complied with by all concerned.

• A Central Committee headed by Secretary, Department of Women and Child Development has been constituted in the Department of Women and Child Development to ensure that the complaints committees are constituted and the guidelines are implemented by all concerned.

• Central Civil Services (Conduct) Rules have been amended to include sexual harassment as a prohibited conduct.

• Amendments have been made to the Industrial Employment (Standing Orders) Act, 1946 so that sexual harassment of women at work place in the private sector could constitute an offence for which a workman is liable for disciplinary action.

STATEMENT IN RESPECT OF PART (a) &(b) OF LOK SABHA UNSTARRED QUESTION NO. 5511 FOR 30.4.2002 REGARD COMPLAINTS FROM WOMEN EMPLOYEES REGARDING SEXUAL EXPLOITATION

CASES OF SEXUAL HARASSMENT AT WORKPLACE RECEIVED BY NATIONAL COMMISSION FOR WOMEN.

No. of cases received during

Sl.No	Name of State/UT	April, 2000 to March, 2001	April, 2001 to March, 2002
1.	Andhra Pradesh	1	0
2.	Assam	0	1
3.	Bihar	4	2
4.	Gujarat	2	0
5.	Haryana	2	3
6.	Jharkhand	1	0
7	Karnataka	0	2
8.	Kerala	1	0
9.	Madhya Pradesh	4	2
10.	Maharashtra	1	2
11.	Manipur	1	1
12.	Punjab	0	3
13.	Rajasthan	8	4
14.	Tamil Nadu	2	0
15.	Tripura	1	0
16.	Uttar Pradesh	16	9
17.	Uttaranchal	0	1
18.	Delhi	4	17
19.	West Bengal	0	3
TOTAL:		48	50